

COUNCIL COMMUNICATION

AGENDA TITLE:

Approve Mid-Management, Management, and Confidential Employees

Compensation Adjustments as Per Council Direction

MEETING DATE:

November 17th, 1999

SUBMITTED BY:

City Manager

RECOMMENDED ACTION:

That the City Council approve Resolution No. 99-187 adjusting

compensations for Mid-Management, Management, and Confidential

employees.

BACKGROUND INFORMATION: The City Council, during the November 3, 1999 Closed Session, unanimously directed staff to proceed with implementation of compensation adjustments for Mid-Management, Management, and Confidential employees. The compensation and recommended implementation schedule are therefore presented as follows:

Mid-Management Employees

- 1. 6% overall average equity adjustment effective the first full pay period of November, 1999 (Refer to Exhibit A for adjusted salary ranges)
- 2. 2% Cost of Living Adjustment (COLA) effective the first full pay period in July 2000
- 3. 2.5% COLA effective the first full pay period in July 2001, 2002, and 2003
- 4. 2% Deferred Compensation match effective November, 1999

Management Employees

- 1. 3% COLA effective the first full pay period in January 2000, 2001, 2002, 2003, 2004
- 2. 2% Deferred Compensation match effective January 2000

Confidential Employees

1. 3% Deferred Compensation match effective January 2000

The aforementioned COLA's do not include the Librarian (set by Library Board), Council appointees (set by Council), or Police Mid-Management employees (scheduled to receive a 3 ½% COLA).

The salary adjustments for Mid-Management are based on an external labor market salary survey conducted by Bryce Consulting. The study included identifying a labor market, benchmarking job classes to the survey, collecting and analyzing data, and developing a salary plan for all classes in the mid-management group. The salary plan uses market data and internal relationships to ensure parity to the labor market and internal equity within the organization.

APPROVED: August Sector for Manager



COUNCIL COMMUNICATION

for all miscel	the recommended adjustments laneous employees. Staff will Council as it becomes available	s, Council directed staff to research a 2% at 55 Retirement Program work with CalPERS to obtain the necessary data and will provide to staff.
FUNDING:	Current operating budget.	
		Respectfully submitted,
		H. Dixon Flynn, City Manager

APPROVED: H. Dixon Flynn -- City Manager



Classification	ografija († 1807) 1956 - Alberto	roposed : B	Salary Rar C	ige w/cola D	
Deputy City Attorney II	4,960	5,208	5,469	5,742	6,029
proposed range	4,863	5,106	5,361	5,630	5,911
current range	4,269	4,482	4,706	4,941	5, 188
Deputy City Attorney I	4,134	4,340	4,557	4,785	5,025
proposed range	4,053	4,255	4,468	4,691	4,926
current range	3,512	3,688	3,872	4,066	4,269
Information Systems Manager	4,682	4,917	5,162	5,421	5,692
proposed range	4,591	4,820	5,061	5,314	5,580
current range	4,740	4,977	5,225	5,487	5,761
Information Systems Coordinator	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,449	3,622	3,803	3,993	4, 193
Network Administrator	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,506	3,682	3,866	4,059	4,262
Data Processing Manager	4,257	4,470	4,693	4,928	5,174
proposed range	4,174	4,382	4,601	4,831	5,073
current range	4,438	4,660	4,893	5,138	5,395
Senior Programmer Analyst	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,506	3,682	3,866	4,059	4,262
Administrative Assistant	3,425	3,597	3,777	3,965	4,164
proposed range	3,358	3,526	3,702	3,888	4,082
current range	3,217	3,378	3,546	3,724	3,910
Senior Services Coordinator	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	3,076	3,230	3,39 <i>1</i>	3,5 61	3,739
Arts Coordinator	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	2,972	3,120	3,276	3,440	3,612
Senior Planner	4,307	4,523	4,749	4,986	5,236
proposed range	4,223	4,434	4,656	4,889	5,133
current range	4,473	4,697	4,932	5, 178	5, 4 37
Community Improvement Manager	4,317	4,533	4,760	4,998	5,248
proposed range	4,233	4,444	4,667	4,900	5,145
current range	3,357	3,525	3,702	3,887	4,081
Chief Building Inspector	4,876	5,120	5,376	5,645	5,927
proposed range	4,781	5,020	5,271	5,534	5,811
current range	4,473	4,697	4,932	5, 178	<i>5,437</i>
Accounting Manager	4,715	4,951	5,199	5,458	5,731
proposed range	4,623	4,854	5,097	5,351	5,619
current range	4,327	4,543	4,770	5,009	<i>5</i> , 259

	ssification		B	C	nge w/cola D	E
Accountant II		4,086	4,290	4,505	4,730	4,966
Accountant	proposed range	4,006		4,416	4,730 4,637	4,869
	current range	3,747	•		4,337	•
Accountant I		2 242	2 404	் திறைக்	A 750	2000
Accountant	proposed rongs	3,242	20 20 20 20 20 20 20 20 20 20 20 20 20 2	3,574	41 01 04 F W SET 18 4 18 4 18 4 18 18 18 18 18 18 18 18 18 18 18 18 18	医克特二氏征试验检验 医电影
	proposed range current range	3,178 3, <i>25</i> 7	•		3,679 3,770	•
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Revenue Mana	•	4,100	* * ***	4,520	4,746	Association and the second
	proposed range current range	4,020 3,257	4,221 3, <i>420</i>	4,432 3,591	4,653 <i>3,770</i>	4,886 3,959
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	proposed range current range	4,020 3, <i>74</i> 5	•	4,432 <i>4</i> ,130	4,653 <i>4,337</i>	,
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Fire Division C		5,641	5,923	The second of the second	6,530	6,856
	proposed range	5,530	•	6,097	6,402	6,722
	current range	4, 839	5,082	5,337	5,604	5,885
Fire Battalion (Chief	4,905	5,150	5,408	5,678	5,962
	proposed range	4,809	5,049	5,302	5,567	5,845
	current range	4, 182	4,391	4,610	4,841	5,083
Senior Human	Resource Analyst	4,086	4,290	4,505	4,730	4,966
	proposed range	4,006	4,206	4,416	4,637	4,869
	current range	3,7 4 6	3,933	4,130	4,336	4,553
Risk Manager		4,086	4,290	4,505	4,730	4,966
	proposed range	4,006	4,206	4,416	4,637	4,869
	current range	4, 155	4,363	4,581	4,810	5,051
Supervising Lit	orarian	4,086	4,290	4,505	4,730	4,966
	proposed range	4,006	4,206	4,416	4,637	4,869
	current range	3,778	3,967	4, 165	4,373	4,592
Children's Libra	arian	3,553	3,731	3,917	4,113	4,319
	proposed range	3,483				
	current range	3,508				4,264
Police Captain		5,301	5,566	5,844	6,136	6,443
· once ouplant	proposed range	5,301	5,566		6,163	the decide of the first decide
	current range	5, 199				6,320
Police Lieutena	ant	4,610	4,840	5,082	5,336	5,603
. 01100 210010111	proposed range	4,610	11.1	20 00 00 00 00 00 00	11111	The second second
	current range	4,492				•
Police Sergear	nt (NF)	4,008	4,209	4,419	4,640	4,872
. Janua Gorgeal	proposed range	4,008		the second section of the second	a se conquer que la membra de	and the state of the state of the
	current range	3,880				
Police Volunte	er Supenieer	3,114	2 270	2.400	3 ene	9766
i once volunte	er Supervisor proposed range	3,053	******		1.45	10.00
	current range	2,679	-			
	Carrent range	2,079	2,013	2,903	3, 101	3,∠36

Fleet and Facilities Manager	Classification		Proposed B	Salary Ran C	ge w/cola D	
Proposed range	Fleet and Facilities Manager	4,384	4.603	4,833	5.075	5.328
current range 4,393 4,613 4,844 5,086 5,340 Transportation Manager proposed range current range 4,384 4,603 4,833 5,075 5,326 proposed range current range 4,288 4,513 4,738 4,975 5,224 proposed range current range 3,613 3,794 3,984 4,183 4,392 City Engineer proposed range current range 5,609 5,889 6,184 6,493 6,818 proposed range proposed range proposed range qurrent range 5,501 5,776 6,064 6,368 6,886 Senior Civil Engineer proposed range qurrent range 4,877 5,121 5,377 5,646 5,928 proposed range qurrent range 4,355 4,572 4,801 5,041 5,293 Street Superintendent proposed range qurrent range 4,288 4,513 4,738 4,975 5,224 proposed range qurrent range 4,298 4,513 4,738 4,975 5,224 proposed range qurrent range 4,298 4,513 4,738 4,975 5,224 proposed range qurrent range 4,622 4,853 5,096 5,586 6,612 Asst Water/WW Super	•	The second of the second	The state of the second	and the state of the state of the	Contraction of the contract	And the market section
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Street Superintendent 4,384 4,603 4,833 5,075 5,328 proposed range current range 4,298 4,513 4,738 4,975 5,224 Water/Wastewater Superintendent proposed range current range 4,202 4,412 4,633 4,865 5,108 Water/Wastewater Superintendent proposed range current range 4,995 5,244 5,507 5,782 6,071 Asst Water/WW Superintendent proposed range current range 4,622 4,853 5,096 5,350 5,618 Asst WW Treatment Superintendent proposed range current range 4,343 4,560 4,788 5,028 5,279 Asst WW Treatment Superintendent proposed range current range 4,343 4,560 4,788 5,028 5,279 Asst Superintendent proposed range duple current range 4,343 4,560 4,788 5,028 5,279 Asst WW Treatment Superintendent proposed range duple dup	proposed range	4,782	5,021	5,272	5,535	m 21- 1 1 21
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Asst VWV Treatment Superintendent		•	•	•	•	· ·
proposed range current range 4,343 4,560 4,788 5,028 5,279 Parks Superintendent proposed range current range 4,384 4,603 4,833 5,075 5,328 Parks Superintendent proposed range current range 4,298 4,513 4,738 4,975 5,224 Current range 3,994 4,193 4,403 4,623 4,854 Recreation Supervisor proposed range current range 3,123 3,279 3,443 3,615 3,795 proposed range proposed range current range 3,061 3,214 3,375 3,544 3,721 Management Analyst I proposed range 3,089 3,244 3,406 3,576 3,755 Management Analyst II proposed range 3,657 3,731 3,917 4,113 4,319 Management Analyst III 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,966	current range	4,073	4,220	4,457	4,032	4,000
current range 4,019 4,220 4,431 4,652 4,885 Parks Superintendent proposed range proposed range current range 4,384 4,603 4,833 5,075 5,328 Proposed range current range 3,994 4,193 4,403 4,623 4,854 Recreation Supervisor proposed range current range 3,061 3,214 3,375 3,544 3,721 Management Analyst I proposed range 3,076 3,230 3,391 3,561 3,755 Management Analyst II proposed range 3,029 3,181 3,340 3,507 3,682 Management Analyst II proposed range 3,483 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,966	Asst WW Treatment Superintendent	4,430	4,651	4,884	5,128	5,385
Parks Superintendent 4,384 4,603 4,833 5,075 5,328 proposed range current range 4,298 4,513 4,738 4,975 5,224 current range 3,994 4,193 4,403 4,623 4,854 Recreation Supervisor proposed range proposed range 3,061 3,214 3,375 3,544 3,721 current range 3,076 3,230 3,391 3,561 3,739 Management Analyst I proposed range 3,089 3,244 3,406 3,576 3,755 Management Analyst II proposed range 3,053 3,731 3,917 4,113 4,319 Management Analyst III 3,483 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,968	proposed range	4,343	4,560	4,788	5,028	5,279
proposed range current range 4,298 4,513 4,738 4,975 5,224 Recreation Supervisor proposed range current range 3,123 3,279 3,443 3,615 3,795 Proposed range current range 3,061 3,214 3,375 3,544 3,721 Management Analyst I proposed range 3,089 3,244 3,406 3,576 3,755 Management Analyst II proposed range 3,029 3,181 3,340 3,507 3,682 Management Analyst III 3,553 3,731 3,917 4,113 4,319 Management Analyst III 3,483 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,968	current range	4,019	4,220	4,431	4,652	4,885
current range 3,994 4,193 4,403 4,623 4,854 Recreation Supervisor 3,123 3,279 3,443 3,615 3,795 proposed range 3,061 3,214 3,375 3,544 3,721 current range 3,076 3,230 3,391 3,561 3,739 Management Analyst I 3,089 3,244 3,406 3,576 3,755 proposed range 3,029 3,181 3,340 3,507 3,682 Management Analyst III 3,553 3,731 3,917 4,113 4,319 proposed range 3,483 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,968	Parks Superintendent	4,384	4,603	4,833	5,075	5,328
Recreation Supervisor 3,123 3,279 3,443 3,615 3,795 proposed range current range 3,061 3,214 3,375 3,544 3,721 Management Analyst I proposed range 3,089 3,244 3,406 3,576 3,755 proposed range 3,029 3,181 3,340 3,507 3,682 Management Analyst II proposed range 3,483 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,968	proposed range	4,298	4,513	4,738	4,975	5,224
proposed range current range 3,061 3,214 3,375 3,544 3,721 Management Analyst I proposed range 3,089 3,244 3,406 3,576 3,755 Management Analyst II proposed range 3,029 3,181 3,340 3,507 3,682 Management Analyst II proposed range 3,483 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,966	current range	3,994	4, 193	4,403	4,623	4,854
proposed range current range 3,061 3,214 3,375 3,544 3,721 Management Analyst I proposed range 3,089 3,244 3,406 3,576 3,755 Management Analyst II proposed range 3,029 3,181 3,340 3,507 3,682 Management Analyst II proposed range 3,483 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,966	Recreation Supervisor	3,123	3,279	3,443	3,615	3,795
Management Analyst I 3,089 3,244 3,406 3,576 3,755 proposed range 3,029 3,181 3,340 3,507 3,682 Management Analyst III 3,553 3,731 3,917 4,113 4,319 proposed range 3,483 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,966	proposed range				the state of the state of the	and the second second second
proposed range 3,029 3,181 3,340 3,507 3,682 Management Analyst II proposed range 3,553 3,731 3,917 4,113 4,319 Management Analyst III 4,086 4,290 4,505 4,730 4,968	current range	3,076	3,230	3,391	3,561	
proposed range 3,029 3,181 3,340 3,507 3,682 Management Analyst II proposed range 3,553 3,731 3,917 4,113 4,319 Management Analyst III 4,086 4,290 4,505 4,730 4,968	Management Analyst I	3 080	3 244	3 406	3 576	3.755
Management Analyst II 3,553 3,731 3,917 4,113 4,319 proposed range 3,483 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,966	· · · · · · · · · · · · · · · · · · ·			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	100 000 000	
proposed range 3,483 3,657 3,840 4,032 4,234 Management Analyst III 4,086 4,290 4,505 4,730 4,968						range et al. and the
Management Analyst III 4,086 4,290 4,505 4,730 4,966	Management Analyst II					4,319
	proposed range	3,483	3,657	3,840	4,032	4,234
	Management Analyst III	4,086	4,290	4,505	4,730	4,966
proposed range 4,006 4,206 4,416 4,637 4,869	proposed range	4,006			4,637	4,869





City Manager Recommendation

Mid-Management Employees (55 employees)	Annual Cost	
		(1st full pay period of)
Adoption of Proposed Salary Ranges (Equity Adjustment of 6% overall for Mid-Mgmt)	\$180,362	November, 1999
2% COLA	\$74,142	July, 2000
2.5% COLA/year for following three years		July, '01,'02,'03
2% Deferred Compensation Match	\$74,142	November, 1999
2% @ 55 Retirement		to be reviewed
Five Year Total Cost - 17.5%		

City Manager Recommendation

<u>6</u>	Monogonat Employon (10 damponom)	A Comment	Tree of the Contract of the Co
<u> </u>	management Linployees (12 employees)	Alligai Cost	(1st full pay period of)
: Language e			
Ledmon to M	3%C0LA	\$30,497	January, 2000
-	3% COLA/year for following four years	,	January, '01,'02,'03,'04
Park State			
	2% Deferred Compensation Match	\$20,332	January, 2000
	207. @ 55 Retirement		
	Five Year Total Cost - 17.0%		
3)	Confidential Employees (6 employees)	Annual Cost	Effective Date
			(1st full pay period of)
:			To the state of th
	3% Deferred Compensation Match	\$5,822	January, 2000
_			



RESOLUTION NO. 99-187

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING MID-MANAGEMENT, MANAGEMENT AND CONFIDENTIAL EMPLOYEES COMPENSATION ADJUSTMENTS

RESOLVED, that the Lodi City Council does hereby approve Compensation Adjustments for Mid-Management, Management and Confidential Employees, as shown as follows:

Mid-Management Employees

- 1. 6% overall average equity adjustment effective the first full pay period of November, 1999 (Refer to Exhibit A for adjusted salary ranges)
- 2. 2% Cost of Living Adjustment (COLA) effective the first full pay period in July 2000
- 3. 2.5% COLA effective the first full pay period in July 2001, 2002, and 2003
- 4. 2% Deferred Compensation match effective November, 1999

Management Employees

- 1. 3% COLA effective the first full pay period in January 2000, 2001, 2002, 2003, 2004
- 2. 2% Deferred Compensation match effective January 2000

Confidential Employees

1. 3% Deferred Compensation match effective January 2000

The aforementioned COLA's do not include the Librarian (set by Library Board), Council appointees (set by Council), or Police Mid-Management employees (scheduled to receive a 3 ½% COLA).

Dated: November 17, 1999

I hereby certify that Resolution No. 99-187 was passed and adopted by the City Council of the City of Lodi in a regular meeting held November 17, 1999 by the following vote:

AYES: COUNCIL MEMBERS – Hitchcock, Mann, Pennino and Land (Mayor)

NOES: COUNCIL MEMBERS – Nakanishi

ABSENT: COUNCIL MEMBERS - None

ABSTAIN: COUNCIL MEMBERS - None

Mew In Burnell
ALICE M. REIMCHE
City Clerk

EXHIBIT A

	Α			•	
Deputy City Attorney II	4,960	-5,208	5,469	5,742	6,029
proposed range	4,863	5,106	5,361	5,630	5,911
current range	4,269	4,482	4,706	4,941	5,188
Deputy City Attorney I	4,134	4,340	4,557,	4,785	5,025
proposed range	4,053	4,255	4,468	4,691	4,926
current range	3,512	3,688	3,872	4.066	4,269
nformation Systems Manager	4,682	4,917	\$ 5,162	5,421	5,692
proposed range	4,591	4,820	5,061	5,314	5,580
current range	4,740	4,977	5,225	5,487	5,761
nformation Systems Coordinator	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,449	3,622	3,803	3,993	4, 193
Network Administrator	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
current range	3,506	3,682	3,866	4.059	4,262
Data Processing Manager	4,257	4,470	4,693	4,928	5,174
proposed range	4,174	4,382	4,601	4,831	5,073
current range	4,438	4,660	4,893	5,138	5,395
Senior Programmer Analyst	3,844	4,036	4,238	4,450	4,673
proposed range	3,769	3,957	4,155	4,363	4,581
cuπent range	3,506	3,682	3,866	4.059	4,262
Administrative Assistant	3,425	3,597	3 777	3.965	4,164
proposed range	3,358	3,526	3,702	3,888	4,082
current range	3,217	3,378	3, <i>54</i> 6	3,724	3,910
Senior Services Coordinator	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	3,076	3,230	3,391	3,561	3,739
Arts Coordinator	3,123	3,279	3,443	3,615	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	2,972	3,120	3,276	3, 44 0	3,612
Senior Planner	4,307	4,523	4,749	4,986	5,236
proposed range	4,223	4,434	4,656	4.889	5,133
current range	4,473	4,697	4,932	5,178	5,437
Community Improvement Manager	4317	4,533	4,760	4,998	5,248
proposed range	4,233	4,444	4,667	4,900	5,145
current range	3,357	3,525	3,702	3,887	4,081
Chief Building Inspector	4,876	5,120	5,376	5,645	5,927
proposed range	4,781	5,020	5,271	5,534	5,811
current range	4,473	4,697	4,932	5.178	5,437
Accounting Manager	4,715	4,951	5,199		5,731
proposed range	4,623	4,854	5,097	5,351	5,619
	•	•	•	•	-

Accountant II		4.086	4.290	4,505	4.730	4.966
	proposed range	4,006	4,206	4,416	4,637	4,869
	current range	3,747	3,934	4,131	4,337	4,554
Accountant I		3,242	3,404	3.574	3,753	3,940
	proposed range	3,178	3,337	3,504	3,679	3,863
	current range	3,257	3,420	3,591	3,770	3,959
Revenue Mai	nager	4,100	4,305	4,520	4,746	4,984
	proposed range	4,020	4,221	4,432	4,653	4,886
	current range	3,257	3,420	3,591	3,770	3,959
Ourchasing C	Officer	4,100	4,305	4,520	4,746	4,984
	proposed range	4,020	4,221	4,432	4,553	4,886
	current range	3,745	3,933	4,130	4,337	4,554
Fire Division	Chief	5,641	5,923	6,219	6,530	6,856
	proposed range	5,530	5,807	6,097	6,402	6,722
	current range	4,839	5,082	5,337	5,604	5,885
Fire Battalion	Chief	4,905	5,150	5,408	5,678	5,962
	proposed range	4,809	5,049	5,302	5,567	5,845
	current range	4,182	4,391	4,610	4.841	5,083
Senior Huma	n Resource Analyst	4,086	4,290	4,505	4,730	4,966
	proposed range	4,006	4,206	4,416	4,637	4,869
	current range	3,746	3,933	4,130	4,336	4,553
Risk Manage	r	4,086	4,290	4,505	4,730	4,966
	proposed range	4,006	4,206	4,416	4,637	4,869
	current range	4,155	4,363	4,581	4,810	5,051
Supervising L	ibrarian	4,086	4,290	4,505	4,730	4,966
	proposed range	4,006	4,206	4,416	4,637	4,869
	current range	3,778	3,967	4,165	4,373	4,592
Children's Lit	oranian	3,553	3,731	3,917	-4,113 -	4,319
	proposed range	3,483	3,657	3,840	4,032	4,234
	current range	3,508	3,683	3,868	4,061	4,264
Police Captai		5,301	5,566	5,844	6,136	6,443
	proposed range	5,301 5,199	5,566 5,459	5,844 5,732	6,163 6,019	6,443 6,320
	current range	5,133	5,453	5,752	0,019	0,520
Police Lieute		4,610	4,840	5,082 5,082	5,336	5,603
	proposed range current range	4,510 4,492	4,840 4,717	5,062 4,952	5,336 5,200	5,603 5,460
	Ethrenii range	4,432	7,777	4,332	5,250	5,460
Police Serge	ant (NE)	4,008	4,209	4,419	4,640	4,872
	proposed range	4,008	4,209	4,419	4,640	4,872
	current range	3,880	4,074	4,278	4,491	4,716
² olice Volunt	teer Supervisor	3,114	3,270	;3,433 ÷	3,605	3,785
	proposed range	3,053	3,206	3,366	3,534	3,711
	current range	2,679	2,813	2,953	3,101	3,256

Classification			alary Rang C		E
Fleet and Facilities Manager	4,384	4,603	ે 4,833 ે	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	4,393	4,613	4,844	5,086	5,340
Transportation Manager	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	3,613	3,794	3,984	4,183	4.392
City Engineer	5,609	5,889	6.184	- 6,493	6,818
proposed range	5,499	5,774	6,063	6,366	6,684
current range	5,501	5,776	6,064	6,368	6,686
Senior Civil Engineer	4,877	5,121	5,377	5,646	5,928
propos e d range	4,782	5,021	5,272	5,535	5,812
current range	4,355	4,572	4,801	5,041	5,293
Street Superintendent	4,384	4,603	4,833	5,075	- 5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	4.202	4,412	4,633	4,865	5,108
Water/Wastewater Superintendent	5,095	5,349	5,617	5,898	6 192
proposed range	4,995	5,244	5,507	5,782	6,071
current range	4,622	4,853	5,096	5,350	5,618
Asst Water/WW Superintendent	4,430	4,651	4,884	5,128	5,385
proposed range	4,343	4,560	4,788	5,028	5,279
current range	4,019	4,220	4,431	4,652	4.885
Asst WW Treatment Superintendent	4,430	4,651	4,884	5,128	5,385
proposed range	4,343	4,560	4,788	5,028	5,279
current range	4,019	4,220	4,431	4,652	4,885
Parks Superintendent	4,384	4,603	4,833	5,075	5,328
proposed range	4,298	4,513	4,738	4,975	5,224
current range	3,994	4,193	4,403	4,623	4,854
Recreation Supervisor	3,123	3,279	3,443	_3,615 <u>=</u>	3,795
proposed range	3,061	3,214	3,375	3,544	3,721
current range	3,076	3,230	3,391	3,561	3,739
Management Analyst I	3,089	3,244	3,406	3,576	3,755
proposed range	3,029	3,181	3,340	3,507	3,682
Management Analyst II	3,553	3,731	3,917	4,113	4,319
proposed range	3,483	3,657	3,840	4,032	4,234
Management Analyst III	4,086	4,290	4,505	4,730	4,968
proposed range	4,006	4,206	4,416	4,637	4,869